

# Steve Schuppe

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## CORE SKILLS

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### Talent

Onboarding • Recruitment

### Operations

HRIS (Workday/BambooHR) • Payroll Coordination • Benefits Administration

### People Practices

Performance Management • L&D • Succession Planning

### Compliance

Employment Law

## PROFILE

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HR Manager with a track record building high-impact solutions and improving reliability.

## WORK EXPERIENCE

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### Talent Acquisition Manager — Smith - Huels (2025-10-28 - Present)

- Implemented a performance review program which improved engagement scores by 17 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 53 roles across EMEA/US, reducing time-to-hire by 28%.
- Rolled out benefits and L&D programs that increased retention in key teams by 22%.

### Talent Acquisition Manager — Labadie - Grimes (2019-01-24 - 2023-09-29)

- Rolled out benefits and L&D programs that increased retention in key teams by 19%.
- Implemented a performance review program which improved engagement scores by 15 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 95 roles across EMEA/US, reducing time-to-hire by 40%.

## EDUCATION

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MSc Human Resource Management, Kuhic - Tremblay University (2023)